

PERSON SPECIFICATION
Lecturer / Senior Lecturer in Pharmacology and Prescribing

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. A first degree in pharmacology or a closely related subject area.	Essential	Application Form
2. PhD in Pharmacology or a closely related discipline (or for Lecturer level: near completion) and / or appropriate relevant experience.	Essential	Application Form
3. Experience of teaching on relevant science degree programmes at undergraduate or postgraduate level. For Senior Lecturer level: Significant experience of teaching pharmacology / biomedical sciences.	Essential	Application Form / Supporting Statement / Interview
4. Expertise in pharmacology, and experience of teaching across a wide range of biomedical / biological areas.	Essential	Supporting Statement / Interview
5. Knowledge and skills, and / or experience of teaching medical students or other graduate entry degree students, and able to articulate the different characteristics of medical students and the pedagogical approaches required to teach them successfully. Awareness of the requirements of the MLA and PSA.	Essential	Supporting Statement / Interview
6. Demonstrable ability to enthuse, motivate and facilitate student learning using a variety of methods of learning and teaching, including the ability to use technology creatively and appropriately to enhance learning experiences.	Essential	Supporting Statement / Interview
7. Demonstrable commitment to diversity and inclusion, and to health and well-being issues in both staff and students.	Essential	Interview
8. Evidence of making a contribution to both student recruitment and support activities (or willingness to do so).	Essential	Supporting Statement / Interview
9. Excellent written and oral communication skills; ability to communicate confidently and clearly with a range of people including students, lecturers, managers, representatives of external organisations and the public, both orally and in writing.	Essential	Supporting Statement / Interview

10. Essential for Senior Lecturer level: PG Cert in Learning and Teaching in Higher Education (or equivalent qualification) and / or Fellowship of the Higher Education Academy (HEA) / Advance HE* / or relevant appropriate experience.	Desirable	Application Form
11. Current research and or scholarly activity in the field of Pharmacology Science or medical education. For Senior Lecturer level: Track record of research and scholarly activity related to the field and / or medical education, producing excellent outputs from research.	Desirable	Supporting Statement / Interview
12. Ability to enhance research within biomedical sciences and or medical education with peer-reviewed publications suitable for inclusion in Research Excellence Framework (REF) submission.	Desirable	Supporting Statement / Interview
13. Experience of doctoral supervision.	Desirable	Application Form
14. Knowledge and experience of working in collaboration with colleagues in NHS; awareness of national strategic and policy developments in Higher Education; and active membership of professional networks and associations in related fields.	Desirable	Supporting Statement

- Application Form – assessed against the application form and where appropriate, curriculum vitae. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
- Supporting Statements - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- Interview – assessed during the interview process by either competency-based interview questions, tests, work-related exercise, presentation, or teaching session etc.

*Newly appointed staff who do not already hold HEA professional recognition or a HE teaching qualification will be required to achieve this within three years of their appointment to the post, either through completion of the PG Cert Learning and Teaching in HE, or for those with significant experience of teaching in HE, via the University’s accredited CPD scheme conferring Fellowship at the appropriate level.